

**ANALYSIS OF CalWORKS COUNTY PLANS: Sample of 11 Counties**  
**Select Committee on Welfare Reform Implementation**

COUNTY	DIVERSION CASH/VOUCHER	WORK HRS <sup>1</sup> REQUIRED	JOB RETENTION SERVICES	JOB CREATION
Alameda	Relocation assistance, housing payments, purchase of items necessary for employment, and transportation costs.	20	Counseling; crisis resolution; mediation with employers; referrals; and social support services.	Gather information on region's job needs, identify job entry channels, and target business attraction, retention and development programs through Job Creation Task Force which includes public and private nonprofit organizations.
Contra Costa	Lump-sum payments or services with the intent to overcome a barrier to employment so as to avoid the need for aid will be offered.	26	Case management, support services, and skill and career enhancement.	Establish regional alliances and linkages with employers, expand existing job opportunities, analyze labor market information, and develop One Stop Career Centers.
Kern	Lump-sum payments and preventive services will be offered with the intent to overcome a barrier to employment.	32	Financial and mentoring services.	Economic analysis, identification of emerging business clusters, close interaction with the business sector and Bakersfield College Small Business Development Center.
Los Angeles	Cash assistance equal to a maximum of 6 months of aid for work-related and other expenses.	32	Case management, skills and career enhancement, life skills instruction, and mentoring for up to 12 months.	LA Economic Development Corporation & Community Development Commission will apply for Job Creation Investment Funds.
Orange	Assistance equal to a maximum of 3 months of aid to keep or find employment.	32	Support services, life skills development, career enhancement, peer support, and mentoring for up to 12 months.	Create interagency task force of county agency department heads - apply for Job Creation Investment Funds.
Sacramento	A diversion program will be developed by March 1998.	20 or up to 32 depending on such rationale as: the participant volunteers to do so, the work site has the need and the participant agrees, or concurrent activities account for the need for increased hours and the client agrees.	Counseling, on-going placement support, resume and interview preparation, skill enhancement, and support services for up to 12 months.	Coordinate job development and placement services, provide customized training, create employer incentives, expand One Stop career centers, support entrepreneurship, and conduct labor market analysis.

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COUNTY	COMMUNITY SERVICE IMPLEMENTATION <sup>2</sup>	INFANT EXEMPTION <sup>3</sup>	TRANSPORTATION
Alameda	Offered as a welfare-to-work activity and after time limit expires in public and private non-profit sectors. Position will be paid, unpaid, and grant-based. Fremont is developing a pilot.	6 to 12 months based on: parent's or child's needs, availability of child care, the best interest of the child and the desire of the parent to remain at home.	Existing GAIN Information System will continue to pay for services including the issuance of bus passes, bus tickets/tokens, and direct payment to recipients using private vehicles.
Contra Costa	Offered as a welfare-to-work activity and after time limit expires. Includes placements with community-based organizations and public-nonprofit agencies.	3 to 12 months based on availability of child care.	Continuing to provide reimbursement for transportation expenses. Collaborative efforts are in the process of making transportation more accessible and affordable.
Kern	Offered as a welfare-to-work activity and after time limit expires. Includes placements with government and local public and private non-profit agencies.	The Department has reduced the exemption age from six months to 12 weeks subject to: availability of child care, transportation, and/or medical/health issues of the child as verified by a physician.	Transportation services provided by existing local public transit services, mileage reimbursement, transportation vouchers, subsidies, van pools, car pools, rideshares, and contracts with other transit operators.
Los Angeles	Offered only after time limit expires. Planning process to begin July 1998 - addendum to be filed later.	12 months - participant will be encouraged to participate to welfare-to-work activities.	Mileage reimbursement, subsidies, and funds for parking fees or to secure a Student ID to qualify for a student discount bus pass. Collaborating with major public transportation operators where transportation is inadequate.
Orange	Offered only after time limit expires. Addendum to be filed later.	3 to 12 months based on: availability of appropriate infant care, transportation and jobs; commute time; number of providers; and child's needs.	Public fixed routes already established, cost of monthly bus passes, and mileage for usage of private vehicles.
Sacramento	Offered as a welfare-to-work activity and after time limit expires. Links community services with subsidized employment and concentrates on client and site recruitment. Includes placements with community-based organizations and government agencies.	6 to 12 months based on: availability of child care, transportation, and welfare-to-work activities' domestic violence, mental health, and substance abuse issues.	Reimbursement for gas and bus passes for public transportation and mileage reimbursement. Negotiating new public transportation routes, van pool or shuttle service, low-cost or no-cost options for car maintenance or repair, automobile donations, and other ideas in response to clients needs.

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COUNTY	MENTAL HEALTH	SUBSTANCE ABUSE	DEMONSTRATION PROJECTS <sup>4</sup>
Alameda	Services provided by the Social Services Agency, the Health Care Services Agency, and the Department of Behavioral Care will include: evaluation, assessment, case management, and crisis intervention. Follow up services for the severely disabled, advocacy services, and referrals as needed.	Services provided by the Social Services Agency, the Health Care Services Agency, and the Department of Behavioral Care will include: evaluation, assessment, case management, and crisis intervention.	Microenterprise Project, Child Support Assurance Project, Employment Readiness Project, and Non-custodial Parent Employment and Training Project
Contra Costa	Social Service and Health Services Mental Health Department Staff have begun a collaborative process to develop and implement a model for services to include: assessment, case management, treatment and rehabilitation interventions, identification of substance abuse problems, and processes for identifying those persons with severe mental disabilities.	Social Service and County Health Services Community Substance Abuse Services Department Staff have begun collaboration on a model to provide alcohol and drug services where substance abuse creates a barrier to employment. Services will include: evaluation, case management, substance abuse treatment, and employment counseling, and the provision of community service jobs.	Non-Custodial Parent Employment and Training Project, Child Support Assurance Project, and Federal Department of Labor Welfare-to-Work Competitive Grants.
Kern	The County Mental Health Department will provide screening, evaluation, assessment, case management, treatment and rehabilitation services, and identification of substance abuse problems.	Kern County Mental Health Department will provide services including intervention, screening, evaluation, case management, treatment, counseling, Day program and Residential Care participation.	An addendum to the plan will be submitted at a later date.
Los Angeles	The County Mental Health Department will provide screening, evaluation, assessment, case management, treatment and rehabilitation services, and identification of substance abuse problems.	Services coordinated between DPSS, and the Alcohol and Drug program within the County Department of Health Services will include: child care, residential to outpatient care, attempt to keep families intact, counseling for older children at risk, and coordination with Child Protective Services and other County departments.	County intends to pursue the Jobs-Plus Community Rehabilitation Initiative for Public Housing Families and the Child Support Assurance Demonstration Project.
Orange	County will contract services with the County Health Care Agency for: assessment, case management, treatment and rehabilitation services, identification of substance abuse problems, and a process for identifying individuals with severe mental disabilities.	Contracted services with the County Health Care Agency to provide: evaluation, case management, substance abuse treatment, employment counseling, and the provision of community service jobs.	The County has implemented several internal pilot projects to assess work flow methods which best serve clients. No formal pilot projects requiring state funding are under consideration at this time.
Sacramento	The Department of Health and Human Services will provide assessment, case management, treatment and rehabilitation interventions, identification of substance abuse problems, and processes for identifying those persons with severe mental disabilities. County is also negotiating for the location of staff within the Department of Human Assistance offices and/or mental health facilities.	Location of alcohol-drug counseling staff within DHA facilities to provide individualized and group services, evaluation, case management, substance abuse treatment, employment counseling, and community service opportunities. Training from Department of Health and Human Services under the Alcohol and other Drug Treatment Initiative Project.	Applied for the Microenterprise Development Pilot for self employment and entrepreneurship outcomes and to the Department of Rehabilitation to conduct a pilot for coordinated services to disabled recipients.

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San Diego	A lump-sum payment will be offered as an alternative to to CalWORKS cash-aid to meet short-term needs, such as repair of an automobile or payment of rent for a brief period.	32	Skill enhancement, problem-solving training, and mentorship.	Quality of life growth management, invest in infrastructure, diversification, "home-grown" business, education and training, create strategic cooperative approach, and promote wage subsidies and tax credits.
San Joaquin	The plan does not contain details of the county's diversion program.	20 or up to 32 if there is a need, such as, the work site requires more hours and the participant agrees, or concurrent activities account for the need for increased hours and the client agrees.	Support services, job counseling, and referrals for up to 12 months.	Board of Supervisors will apply for Job Creation Investment Funds.
San Luis Obispo	The details of a diversion program will be developed at a later date.	20	Life skills education, peer support, mentoring, and job and career skills enhancement up to 12 months.	Create 1,000 new jobs within existing county business in the next three years and recruit new businesses.
Santa Clara	Diversion services will be offered, but specifics have not yet been decided.	20	Follow-up services (referrals) for up to 12 months.	Build on partnerships with private sector through Workforce Preparation initiative to commit companies to hire employees from the Valley.
Shasta	The details of a diversion program will be developed at a later date.	20 with the option of requiring 26 hours of participation prior to July 1, 1998.	Case management, resume update services, job coaching, workshops, support services and mentoring.	Apply for Job Creation and Investment Fund and collaborate with the Private Industry Council and the Economic Development Corporation - an addendum will be submitted at a later date.

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COUNTY	COMMUNITY SERVICE IMPLEMENTATION <sup>2</sup>	INFANT EXEMPTION <sup>3</sup>	TRANSPORTATION
San Diego	Offered as a welfare-to-work activity and after time limit expires. Includes slots with community based organizations and government agencies. Pursuing demonstration project to provide wage-based community service.	3 months unless appropriate child care is not available.	Services provided through bus tokens or tickets, partial month and full month bus passes, and reimbursements issued through the GAIN Information System, Revolving Fund System, or Petty Cash. A new bus route to Otay Mesa to open as early as May 1998.
San Joaquin	Offered as a welfare-to-work activity and after time limit expires when no job is available or parent is working less hours than required by the county. Includes positions in public and private nonprofit sectors.	3 to 12 months based on: availability of appropriate infant care, transportation, jobs, and other reasons.	Purchase and issuance of bus passes and direct mileage reimbursement, public transportation, van pools, car pools, commercial carriers, and Dial-a-Ride soon operational in rural areas.
San Luis Obispo	Offered as a welfare-to-work activity and after time limit expires. Currently in planning stages.	6 to 12 months based on: availability of child care, transportation, jobs, child's needs, and other criteria.	San Luis Obispo Council of Governments will be administering a recently awarded grant to be used to develop, demonstrate and test new emerging transportation technologies.
Santa Clara	Offered as a welfare-to-work activity and after time limit expires. Includes placements with local government agencies or nonprofit organization.	6 to 12 months based on: availability of licensed and exempt child care and special needs of the family.	Continuing to offer bus passes and/or mileage for recipients participating in employment activities. Collaborating with Metropolitan Transportation Commission in a welfare-to-work planning process.
Shasta	Offered only after time limit expires. Addendum to be filed later.	3 months subject to: availability of transportation and child care slots available. Cases will be reviewed no less than every three months.	Utilizing existing local transit and direct payment for costs accrued by participants driving private vehicles.

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COUNTY	MENTAL HEALTH	SUBSTANCE ABUSE	DEMONSTRATION PROJECTS <sup>4</sup>
San Diego	Services will be provided through the existing collaboration with the Family Resource Bureau and the County Health and Human Services Agency to include: assessment, case management, treatment and rehabilitation services, identification of substance abuse problems, and a process for identifying with severe mental disabilities.	The County Health and Human Services Agency and the Alcohol and Drug Services division will incorporate services to include: evaluation, case management, substance abuse treatment, and employment counseling, and the provision of community service jobs. Existing service contracts with alcohol and drug treatment providers will be amended in order to implement services rapidly.	School Attendance Project, Alternative Teen Parent Program, Work First Demonstration Project, California Safe and Healthy Families Project, Employment readiness Project, Child Support Assurance, and Wage-Based Work/Community Service.
San Joaquin	Services provided by the San Joaquin Mental Health Services Department will include: assessment, case management, treatment and rehabilitation services, identification of substance abuse problems, and a process for identifying individuals with severe mental disabilities.	Services provided by the San Joaquin County Office of Substance Abuse will include: evaluation, case management, substance abuse treatment, Employment counseling, and the provision of community service jobs.	The County lists no demonstration or pilot projects at this time.
San Luis Obispo	DSS will provide case management services. County Mental Health will provide screening instrument to identify potential mental health issues, provide training, participate in multi disciplinary team, and identify, seek, and assess new funding sources.	The County Drug and Alcohol Services will provide evaluation and substance abuse treatment, training to DSS staff on the identification of substance abuse, participate in a multi disciplinary team to develop welfare-to-work plans.	Medi-Cal and Non-Assistance Food Stamps Combined Caseloads, Healthy Start Multi-Disciplinary Team and Child Protective services/CalWORKS.
Santa Clara	The County brought together key representatives from Adult and Juvenile Probation, Department of Corrections, Mental Health and Public Health Departments to create a multidisciplinary team to develop a plan to provide services to include: assessment, evaluation, consultation and employment counseling. The team will implement and utilize a Behavioral Health Model to focus on the health of the whole person	The County brought together key representatives from Adult and Juvenile Probation, Department of Corrections, Drug and Alcohol Services and Public Health Departments to create a multidisciplinary team to develop a plan to provide services to include: evaluation, case management, substance abuse treatment, and employment counseling, and the provision of community service jobs.	Child Support Assurance Demonstration Project and the Non-custodial Parent Demonstration Project.
Shasta	Collaboration with Mental Health Department and Alcohol and Drug Program to provide screening, counseling, and education to alleviate employment barriers.	Targeted recipients will be assigned to a specialized DSS Worker to begin their plans, then referred to a "Behavioral Health Team" consisting of Mental Health County Alcohol and Drug program staff	Transitional Aid Payment, Americorps project, Child Care pilot - Training Welfare recipients to be child care providers